

OPERATIONAL BRIEF

AREA MANAGEMENT MODEL - UPDATE

JULY 2019

The NSW RFS has now finalised the proposal to establish an Area Management Model to improve service delivery across the state.

The finalisation of the proposal follows extensive consultation and feedback with NSW RFS staff and representative groups.

The key changes following this feedback are:

- Establishing seven Areas across NSW, replacing the existing four region structure;
- Finalisation of the work localities of the seven Areas – Albury, Tamworth, Cowra, Coffs Harbour, Moruya, Lake Macquarie and Glendenning;
- Establishing functions in each of these Areas consisting of Capability, People and Business, and Community Risk;
- The new Area Management Model will replace the current structure of the Regional Offices, State Mitigation Services and the OMS Business Unit;
- The Technical Officer – Auto Mechanical roles will be moved from the Operational Resources and Transport Section in OMS to the Area Management Model;
- The Remote Area Firefighting and Specialised Operations section in OMS (excluding Heavy Plant Coordinator) will be moved to the Response and Coordination Group (Operational Support Section);
- The role of Manager Major Projects (currently part of the Coordinated Risk Management section) will not form part of the Area Management Model, and the functions of the role will be subsumed under the responsibility of Director Regions South & West; and
- The role of Director OMS will be moved to the Infrastructure Services Directorate, along with the remaining Operational Resources and Transport Section (including management of the State Warehouse) and Heavy Plant Coordinator.

Under the Area Management Model, State Mitigation crews will become an Area resource but their work locations will not change.

There are also a number of subsequent changes occurring in the Infrastructure Services directorate. A separate consultation process has been conducted with staff in this area, and a Change Management Plan has been finalised.

It is important to note that these changes will not affect volunteer members in brigades.

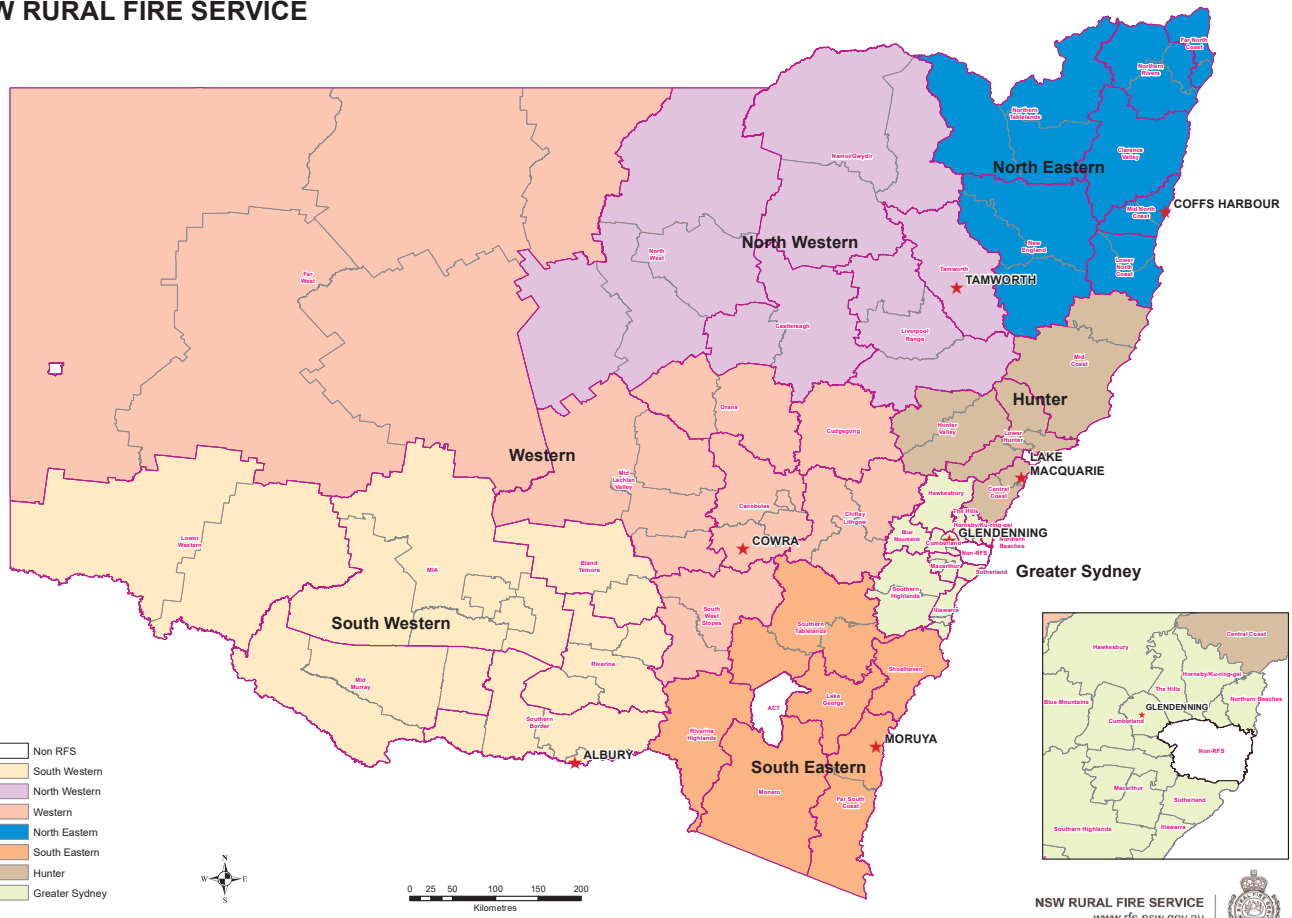
The changes are designed to deliver a number of benefits, including:

- Better span of control for districts, with Area Commanders responsible for a range of 4-10 districts as compared to the current range of 8-15 districts for Regional Managers;
- Increased focus on volunteers by District Managers through an increase in support staff located in regional NSW;
- More localised decision-making, visibility of local issues, and enhanced direct support to districts and brigades by reducing the geographic focus within the Area; and
- Significant operational efficiencies through the combination of the mitigation crews, and regional and district staff in one reporting structure within Areas.

The NSW RFS would like to acknowledge the contribution that staff and representatives have made by providing constructive feedback to support the proposal. A number of significant changes have been made based on the feedback received.

It is expected that new roles and functions will be filled over the next few months. The Area Management Model is expected to commence around October.

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Area Name	Office Locality	Districts and Mitigation Crews
South Western	Albury	Lower Western, MIA, Mid Murray, Southern Border, Bland Temora, Riverina, Mitigation Crews (Wagga and Griffith)
North Western	Tamworth	North West, Namoi / Gwydir, Liverpool Range, Castlereagh, Tamworth, Mitigation Crews (Tamworth and Coonabarabran)
Western	Cowra	Far West, Orana, Mid Lachlan Valley, Canobolas, Cudgegong, South West Slopes, Chifley Lithgow, Mitigation Crews (Dubbo 1, Dubbo 2, Dubbo 3, Mudgee, Orange, Bathurst, Oberon, Bourke and Brewarrina)
North Eastern	Coffs Harbour	Northern Rivers, Far North Coast, Clarence Valley, Northern Tablelands, Mid North Coast, Lower North Coast, New England, Mitigation Crews (Casino, Glen Innes 1, Glen Innes 2, Urunga 1 and Urunga 2)
South Eastern	Moruya	Monaro, Lake George, Far South Coast, Southern Tablelands, Riverina Highlands, Shoalhaven, Mitigation Crews (Nowra 1, Nowra 2, Nowra 3, Batemans Bay 1, Batemans Bay 2, Cooma 1, Cooma 2, Braidwood, Bega 1 and Bega 2)
Hunter	Lake Macquarie	Lower Hunter, Hunter Valley, Central Coast, Mid Coast, Mitigation Crews (Taree 1, Taree 2, Maitland 1, Maitland 2 and Wyong 1 and Wyong 2)
Greater Sydney	Glendenning	Southern Highlands, Illawarra, Macarthur, Cumberland, Hawkesbury, Sutherland, Hornsby / Ku-ring-gai, The Hills, Northern Beaches, Blue Mountains, Mitigation Crews (Water NSW 1, Water NSW 2, Water NSW 3, Water NSW 4, Glendenning 1, Glendenning 2, Glendenning 3, Glendenning 4, Glendenning 5, Glendenning 6, Glendenning 7 and Mittagong)